

PROGRAM IMPACTING WOMEN IN THE STATE DEPARTMENTS

Michigan Department of Agriculture

Animal Disease Surveillance – monitors animals for various diseases in order to help safeguard the human population from disease that can pass between animals and humans, either through direct contact with animals or through consumption of animal products.

Agriculture Tourism – provides opportunity to visit farm markets, specialty u-pick farms and corn mazes is a family event that can be enjoyed all year long.

Bovine Tuberculosis (TB) Eradication – provides research and education programs to eradicate TB, which poses a risk for livestock, wildlife, companion animals and humans.

Companion Animal Program – protects human health, the health of companion animals and livestock in our state, and consumer interests against disease, prevention, prophylaxis and control of rabies.

Dairy Safety Inspections – tests to maintain safety, wholesomeness and marketability of milk and milk products to ensure proper health for citizens.

Farm Markets – works to enhance quality of locally grown produce to Michigan families, while strengthening Michigan family farms.

Farmland and Open Space Preservation Program – preserves agricultural and open space land to provide for current and future needs of Michigan citizens.

Food Safety Inspections – benefits every consumer in Michigan by assuring all foods meet Michigan quality and purity standards.

Foodborne Illness Planning & Response Program – closely monitors reported incidence of foodborne illness to determine trends, identify factors that cause outbreaks and recommend ways to prevent further outbreaks.

Licensing & Business Program – provides state residents with licenses to retail food and food services in their communities.

Michigan Groundwater Stewardship – provides individuals with water quality information through monitoring private wells across the state for general chemistry, pesticides, and volatile compounds.

Migrant Labor Housing Program – ensures safe, adequate housing for migrant farm workers through annual inspections and licensing of sites. Also, monitors quality of water, proper food preparation and storage facilities.

Motor Fuel Quality – protects unsuspecting consumers from the use of illegal devices, adulterated products and costly engine repair due to substandard gasoline quality.

Select a Taste of Michigan – provides healthy organic and locally grown food products to Michigan families.

Summer Food Service Program (SFSP) – feeds children during school vacations at other sites that organizations can sponsor.

West Nile Virus (WNV) – addresses animal health in relation to WNV through surveillance activities to protect human health and consumer interests.

Michigan Department of Civil Rights

Michigan Women's Commission – provides leadership and coordination on women's issues through a 15-member commission.

MDCR - established in the State constitution of 1963 to secure equal protection of civil rights and investigate allegations of discrimination. Provides the following programs and services: complaint resolution (investigation and mediation); outreach and education (speakers, training, workshops, technical assistance, and crisis response).

Michigan Civil Service Commission

Of particular interest to female state employees are several Civil Service Commission (CSC) Rules and Civil Service (CS) Regulations:

CSC Rule 1-7, Equal Employment Opportunity requires equal employment opportunity in the state classified service.

CSC Rule 1-8, Prohibited Discrimination bans discrimination on the basis of gender, height, weight, and marital status (among other bases) in all personnel actions including hiring and promotions.

CSC Rule 1-8.3, Discriminatory Harassment prohibits sexual harassment (among other kinds of harassment that is prohibited) and requires appointing authorities to have a prevention program, investigate all reports, and take corrective and remedial action if harassment is substantiated.

CS Regulation 1.03, Investigating Reports of Discriminatory Harassment, implements the anti-harassment Rule in more detail.

CSC 8.01, Grievance and Grievance Appeal Procedures and the collective bargaining unit grievance procedures provide a forum for sex discrimination complaints to be adjudicated.

All eligible state employees are entitled to 6 months of parent leave for birth or adoption of a child and all state employees are granted 8 hours of school and community participation leave each year.

For more information contact the Michigan Civil Service Commission directly at <http://www.michigan.gov/mdcs>

Michigan Department of Community Health

Adolescent Health – provides comprehensive primary health services and psychosocial support to uninsured children and youth by funding 45 clinical and 12 non-clinical Child and Adolescent Health Centers.

Asthma – provides an interactive clearinghouse of asthma information, GetAsthmaHelp.org, 1-866-ezlungs.

Breast & Cervical Cancer Screening – provides breast and cervical cancer screening for income eligible women.

Childhood Lead Poisoning Prevention – coordinates lead poisoning prevention and surveillance services for children. Includes identification of children who are lead-poisoned, case management and follow-up, public education and community coalition-building.

Children's Special Health Care Services – provides children and some adults with special health care needs by paying specialty medical bills, coordinating services from multiple providers, coordinating health insurance benefits, learning about specialty providers and covering co-pays or deductibles.

Community Mental Health - serves persons with Severe Mental Illness, Developmental Disability, or Substance Use Disorder. Available statewide, but access is at the local CMH in each county. Contact: the local CMH (found under mental health in the yellow pages)

Comprehensive Cancer Control – provides a collaborative process through which state and community partners pool resources to promote cancer prevention, improve cancer detection, increase access to health and social services, and reduce the burden of cancer.

Crime Victim Services Commission – uses state and federal funds to support victim services at local public and non-profit agencies serving crime victims. Crime victim compensation program helps pay out-of-pocket medical expenses, lost earnings, funeral bills or financial support for people who suffer physical injury as a direct result of a crime. Michigan Crime Victim Notification Network (MCVNN) 1-800-770-7657 is a free, confidential 24-hour-telephone computer interface that allows crime victims and other citizens to register to receive almost instantaneous telephone notice whenever a prisoner's custody status changes.

Diabetes – provides 78 Diabetes Self-Management Training programs and funds 6 diabetes Outreach Networks.

Early Hearing Detection & Intervention – identifies and intervenes for newborns with hearing loss.

Early On (Part C of IDEA) – provides early intervention services for infants and toddlers with disabilities and their families.

Family Planning – offers comprehensive reproductive health care and makes available a broad range of contraceptive services through a provider network.

Fetal Alcohol Spectrum Disorders – offers prevention services to women at-risk of an alcohol exposed pregnancy and provides diagnosis and support services for children who were exposed prenatally to alcohol.

Fetal Alcohol Syndrome Prevention Project/ Detroit – offers preconception prevention services to at-risk women in Wayne County; links children diagnosed with a FASD to community services; and is testing a methodology to determine the prevalence of FAS in Wayne County.

Fetal Infant Mortality Review (FIMR) – improves care and services for women, infants and families and reduces infant mortality through local multidisciplinary review of fetal and infant deaths.

Hearing Screening – screens preschool and school-age children for hearing impairment and provides referral and follow-up.

Infant Mortality Initiative – offers community based coalitions that oversee strategies to reduce infant mortality in African American families in the highest risk communities in Michigan.

Interconception Care - a pilot strategy that provides bereavement support to women who have lost a fetus or infant, assessment of risks for preterm or low birth weight pregnancy outcome and facilitates planning for the next pregnancy by encouraging actions to improve her health status.

Maternal & Child HIV/AIDS – provides comprehensive care for women, children and adolescents infected and/or affected by HIV/AIDS.

Maternal Infant Health Program – provides health support services to pregnant women and infant Medicaid beneficiaries.

Maternal Mortality Surveillance – reviews the causes and circumstances of death for any women who die during pregnancy or within one year of the end of a pregnancy.

Medicaid – provides necessary health care services for family independence program and SSI recipients and other low-income people. Department of Human Services determines eligibility and the Department of Community Health administers the program.

MI-Child - is a health insurance program for uninsured children. If a child qualifies, the family pays a monthly premium of \$10.00 (regardless of the number of children that qualify). The Department of Community Health determines eligibility and administers the program.

Migrant Immunization – provides for assessment of immunization status and vaccine administration for migrant children entering Michigan with their families. Also provides for outreach for serious health needs among women and children.

Nurse Family Partnership – works to improve the health & social functioning of low income first time mothers and their babies.

Oral Health – develops, implements and evaluates oral health programs to improve dental access.

Osteoporosis Prevention – the Partnership for Better Bones increases the awareness among providers and consumers about osteoporosis.

Pregnancy Risk Assessment Monitoring & Surveillance – gather and monitors data on the status of women's social, emotional and physical health status and the services they receive during and after pregnancy.

Prenatal Care Demonstration – guidance to women who have lost a fetus or infant to help plan for the next pregnancy by encouraging actions to improve her mental or physical health status.

Prenatal Smoking Cessation – trains and supports prenatal care providers and staff to reduce smoking in pregnant women.

Safe Kids – provides information on child safety seat, www.michigansafekids.org.

Safe Sleep – reduces preventable infant deaths through education on Infant Safe Sleep to providers and parents. www.michigan.gov/dhs

Substance Abuse Services - Substance abuse treatment programs provide treatment services for substance use disorders based on a person's identified need. Specialty programs for pregnant women and women with children are available to provide gender specific substance abuse treatment and other therapeutic interventions for women and their children, as well as arrange for primary medical care, child care and transportation. Prevention services are available statewide for individuals, families and communities.

Sudden Infant Death Syndrome & Other Infant Death Services – reduces infant mortality through education about the risks for SIDS and Sudden Unexpected Infant Death and provides grief support for those affected.

Tobacco Cessation (Telephone Quitline) - reduces statewide tobacco use rates by providing smoking and spit tobacco cessation counseling to all Quitline enrollees; also provides free nicotine replacement therapy to the uninsured enrolled in the Quitline.

Tobacco Reduction - protects children and other vulnerable populations by increasing the number of voluntary, smoke free policies in schools, worksites and public places.

Vision Screening – screens preschool and school-aged children for vision impairment and provides referral and follow-up.

WISEWOMAN Program - provides screening and lifestyle interventions that can reduce risk for heart disease and other chronic diseases to women served by the Breast and Cervical Cancer Control Program.

Women, Infants and Children Program (WIC) – provides statewide services to pregnant and postpartum women that includes nutrition counseling-including breastfeeding support, healthy food, and referrals to health and social services.

Michigan Department of Corrections

Employees:

Supervisory Leadership Training for Women and Managerial Leadership Training for Women – The women’s leadership training consist of programs developed to augment the careers of women in the field of corrections. Participants are able to assess their personal leadership styles and set specific goals for a career development plan. Our model provides the opportunity for women from various areas of the Department to meet other professionals and expand their knowledge base and networking capabilities by learning about other administrations, geographical areas, and security levels.

Go Red for Women – Campaign sponsored by the American Heart Association. The Department passed out red pin dresses as well as material for the prevention of heart disease.

Wellness Campaign – Held during the State’s 8 weeks to Wellness Campaign. We passed out fruit and “5 a day – for better health” fliers. Staff of the YMCA was on-site and waived initiation fee for state employees for the month of May. Additionally, we had a representative from the Employee Services Program on-site promoting better mental health.

Mental Health Campaign – Sponsored by the Employee Services Program

Prisoners:

Females in Transition – The Department instituted Michigan’s first community-based halfway house for female inmates, the Females In Transition program, which begins with a phase of release preparation for inmates and then provides a six-month transition stage from prison to the community developed by a joint committee of Department of Corrections prison, parole board, and parole supervision authorities and Wayne County service providers. This program will enhance public safety as the program assists in the successful transition of female offenders into society.

Intensive Parole Re-entry Program – Under the MI Prisoner Re-entry Initiative, the Department is opening the first Intensive Re-entry Prison Unit for female inmates at the Huron Valley

Complex – Women in May 2005. The program will assess female inmate needs and respond to those needs with arrangements for placement and service delivery from community agencies throughout Michigan.

Child Visitation Program – Under this program, parenting classes are provided for mothers, as well as supervised special visits between mothers and their children.

NA/AA – provides substance abuse programming and support systems.

University of Michigan – Students provide opportunities in creative writing and drama

American Friends Service Committee – Conducts and Women's Study Class, presenting women's issues and history from a feminist view

University of Michigan College Classes – The following classes are provided by volunteer University of Michigan, Dearborn professors to female inmates at the Scott Correctional facility: Understanding Society, Writing Personal History, Understanding Women, Black Family in Contemporary America

Vocational Classes – Offered to prepare prisoners for better employability is the following topics: Horticulture, Graphic Arts, Automotive Repair, Building Trades, and Business Education Training

Academic Classes – GED, Adult Basic Reading/Math,

Vocational Assessment and Evaluation Program – testing, evaluation, assessment and counseling – helps women focus on educational, job training, and/or employment choices based on their interests, skills, and abilities, by examining their strengths and weaknesses, as they set their goals in returning upon release within their own communities.

Michigan State Industries

- Janitorial Products Factory – employs female prisoners to produce a complete line of cleaning products
- Dental Lab – employs female prisoners to become dental lab technicians and helps the department by producing all full and partial dentures and other dental appliances for its prisoner population.

Recreation – offers various intramural sports for women

Legal Writer – trains female prisoners to assist other female prisoners, who do not have the education, handicapped, or physical disabilities, in legal issues (under contract with Services of Women Legal Services, Inc.)

Michigan Department of Education

Early On, Part C of the Individuals with Disabilities Education Act, is managed by Intermediate School Districts (ISDs) and some health departments for families with children with disabilities and developmental delays.

Great Parents, Great Start is managed by ISDs and focused on parenting skills.

Even Start provides federally-funded grants to school districts and community partners. The grants target families of children birth to 7. Mostly women participate in this program aimed at improving family literacy. This year 12 grants were funded.

The R.E.A.D.Y. program was developed in 1998, by the Michigan Department of Education and early childhood and literacy experts to increase parent and caregiver awareness of the important connection between their child's early learning and future success.

The main component of this program is the national award-winning R.E.A.D.Y. kit. This kit provides parents, family members and caregivers with engaging information, materials and learning activities to help children beginning at birth develop the language and literacy skills needed to enter school READY.

Since its inception, R.E.A.D.Y. has become one of the most successful early childhood parent information programs in Michigan and throughout the country. In Michigan, we have provided over 1 million free kits to parents of young children. Kits have also been shipped internationally to Australia, Canada, Asia, the United Arab Emirates and other countries around the world. But most impressive have been the results. Almost all parents said they used and valued the kit. Over **two-thirds of parents** said the kit provided important information and **motivated them to read and interact more** with their child -- success almost unheard of with commercially developed products.

The R.E.A.D.Y. kit is available for three age groups, infants, toddlers, and preschoolers. Each kit contains over a dozen educational materials including: a quality children's book and pocket-size book list, learning activities and reminder magnet, children's music, a child development video/CD and booklet by *I am Your Child*, a child development ages and stages wheel, and other products to help young children learn and succeed.

While all kits were available for free to Michigan parents for many years, due to economic conditions, **free** kits are now provided only to first time parents of newborns or low-income/Medicaid eligible parents of infants through most intermediate school districts and county health offices. Free kits are provided through funding generated through R.E.A.D.Y. product sales. Products may be **PUCHASED ONLINE** for a small cost through our R.E.A.D.Y. production and distribution partner Central Michigan University's, Educational Materials Center (EMC) at <http://www.emc.cmich.edu/READY>. EMC may also be reached at (800) 214-8961 or (989) 774-3953.

Carl D. Perkins federal funds are distributed to high schools and Career Centers across the state for the continued development of Career and Technical Education instructional programs. These programs assist students to receive the knowledge and skills needed to enter into college or the workforce. The Department monitors enrollments to ensure student access to programs that are non-traditional for females and males.

The Carl D. Perkins Tech Prep program assists high school students with the transition from high school to college. This is accomplished through an alignment of the CTE curriculum available at the high school and the local Community College. Dual enrollment and other credit earning opportunities are made available to students through this program. The Department monitors enrollments to ensure student access to programs that are non-traditional for females and males.

Michigan Department of Human Services

Adoption Services – plans and supervises adoptive placement of permanent state or DHS-supervised court wards.

Adult community placement – provides community placement, coordination for licensed, residential care for aged, physically handicapped or developmentally disabled adults who are unable to live alone.

Adult Independent Living Services – provides case management, personal care and other supportive services to enable individuals to remain in their own homes.

Child Day Care Services – pays all or a portion of child day care expense for low income families.

Child Support Enforcement – assists in establishing paternity and obtaining child support payments.

Children's Trust Fund – focuses on public education and awareness, information dissemination and funding a network of local community-based prevention programs.

Community Supportive Services – promotes through various programs parents' abilities to successfully nurture their children and to use resources and opportunities in their communities.

Disability Determination Services – determines the eligibility of adults and children who apply for benefits under the Social Security and Supplemental Security Income disability programs.

Employment (Work First Program) – provides employment and training services to customers.

Family Independence Program – provides cash assistance to eligible families with children.

Family Preservation Services (Families First) – provides short-term crisis services as an alternative to out-of-home care for children of families referred by protective services, foster care, delinquency or domestic violence.

Food Assistance Program – increases the food purchasing power of low-income households.

Foster Care – provides out of home placement for children in cases of delinquency, abuse, or neglect when deemed necessary by Family Court.

HIV/AIDS Services – provides advocacy services for people who test positive for HIV or AIDS.

Juvenile Justice Services – provides for the care and supervision of delinquent state wards referred to DHS by the courts.

Low Income Home Energy Assistance Program – helps meet home heating costs for those qualifying.

Medicaid – provides necessary health care services for family independence program and SSI recipients and other low-income people. DHS determines eligibility and the Department of Community Health administers the program. Women are eligible for all Medicaid programs if they meet the eligibility requirements. Some specific Medicaid programs for women include:

- Healthy Kids for Pregnant Women – available to a woman while she is pregnant, the month her pregnancy ends and during the two calendar months following the month her pregnancy ended. Her fiscal group's net income cannot exceed 185% of the poverty level.
- Group 2 Pregnant Women – MA is available to a pregnant woman who meets the financial and non-financial eligibility factors. A woman who is eligible for and receiving MA when her pregnancy ends and remains otherwise eligible may continue receiving MA benefits for the two calendar months following her month her pregnancy ends for any reason.

Michigan Domestic Violence Board – provides grants to 46 nonprofit community-based agencies that assist victims of domestic violence and their dependent children.

Migrant Services – coordinates services to over 40,000 migrant agricultural workers and family members through 11 regional Migrant Resource Councils and the State of Michigan Interagency Migrant Services committee.

Native American Affairs – coordinates implementation of state and federal laws.

Office of Child and Adult Licensing - licenses Adult Foster Care Licensing, Child Day Care Licensing, Camp Licensing, and Child Welfare Licensing.

The Office of Family Advocate (OFA) - within Executive Office of DHS and reports to the Director of DHS. OFA serves as DHS's liaison to the Office of Children's Ombudsman and upon receipt of a complaint, OFA investigates DHS/Private Agency's handling of child welfare cases.

Protective Services – investigates reports of alleged abuse, neglect or exploitation of children or vulnerable adults, and provides intervention as necessary.

Refugee Assistance Services – coordinates a variety of services to eligible refugees.

Runaway and Homeless Youth Service Program – provides services to runaway and homeless youths.

State Disability Assistance – provides cash assistance to disabled adults who do not have dependent children.

State Emergency Relief – provides limited assistance to individuals and families facing emergencies that threaten their health or safety.

State Medical Program – provides basic, outpatient health care services to low-income adults who do not qualify for other medical programs. DHS determines eligibility and Mi Department of Community Health administers the program.

Supplemental Security Income – DHS pays a supplement to all SSI eligible recipients.

Teen Parent Program – provides comprehensive coordinated services to teen parents in 18 counties to assist in meeting the health and developmental needs of their children.

Volunteer Services – recruits, trains and places volunteers for direct services to DHS customers.

Youth in Transition – prepares eligible foster-care teens for living on their own.

Michigan Department of Information Technology

The overall state government percentage of women employees is 50.9 percent, which approximates the percentage of women in the total national workforce. State government has about twice the proportion of women in IT in comparison to the national average. Forty (40.39) percent of DIT's employees are women compared to 20 percent of technology professionals nationally. Of the 221 managers within DIT, 75 are women, which is 33.9% of the total. Of the 50 leaders within DIT (17 level and above), 19 are women, which is 38%.

MDIT both supports internal programs and projects to advance women as well as those of other departments. It also collaborates with external entities and utilizes external resources. The services are for both employees as well as customers of the state, and also include state Web sites and interactive services. Examples are described below.

Internal Activities and Services Diversity and Women

- MDIT is looking at diversity from a broad perspective, which includes women's issues.
- Steps have been taken to initiate an ongoing education and awareness program.
- MDIT has ensured that interview panels are diverse.

Women's Leadership Program:

MDIT has implemented a program whereby female managers are selected for training offered by the Center for Women's Leadership through the Women's Economic Club. The purpose of the program is to:

- Promote the advancement of women in the workplace by providing education to and about women in leadership positions, business and the professions
- Provide skill building, leadership training and mentoring
- Conduct and disseminate research regarding the development of women as leaders and
- Strengthen the network of women business leaders and provide access to community and business leadership opportunities.
- It is an intensive, highly personalized eight-month program, with monthly sessions lasting from one half to a full day. Each group has a trained leader from the Women's Leadership Program who facilitates the sessions, and includes executives from major Michigan corporations. There are group projects, as well as opportunities to network throughout the program.

IT and Service Support of Other Departments

MDIT provides support to other department programs providing services to women and children. These include:

- Support for the Web site for Michigan's Women's Commission (Civil Rights)
- IT support for many of the programs cited in "State Programs Impacting Women" (Departments of Agriculture, Civil Rights, Community Health, Human Services, Labor and Economic Growth, Management and Budget, and Natural Resources)
- State programs requiring enterprise, intergovernmental, public – private, multi-departmental approaches:
 - After School Experience
 - Birth Defect Program
 - Breast and Cervical Cancer Control Program (BCCCP)
 - Cardio Vascular Health Program for Women
 - Child Support
 - Children or Adult Foster Camps
 - Children's Action Network
 - Day Care Look Up
 - Domestic Violence
 - Family Planning
 - Injury Prevention Program for Women
 - Long Term Care
 - Mammography Facilities
 - Michigan Assistance & Referral Service
 - Michigan Childhood Immunization Registry (MCIR)
 - MSS/ISS (Maternal Support system/Infant Support System (MSS / ISS))

- MOMS (Medicaid Program)
- Nursery Home Look Up
- Pregnant Mothers and Children
- Project Fresh (provides fresh fruit and veggies to women and children)
- Services for the Aging
- Temporary Assistance for Needy Families (TANF)
- Tobacco Cessation Program for Women
- WISE Women (DCH Program)
- Women, Infants and Children (WIC)

Michigan Department of Labor and Economic Growth

Adult Education - provides grant funds to educational institutions to assist in developing programs in Adult Basic Education, High School Completion and English as a Second Language instruction.

Carl D. Perkins Vocational and Technical Education Act - uses funds allocated by the Michigan Department of Education from the United States Department of Education and distributes the funds to community colleges across the state to support and enhance career and technical education programs.

Dislocated Worker Program - provides the same services under the WIA Adult Program, and is available to displaced homemakers.

Displaced Homemaker Program - provides employment and training services to displaced homemakers so they can achieve and retain full-time, unsubsidized employment.

Food Assistance Employment and Training (FAE&T) Program - helps individuals maintain or regain their food assistance eligibility by participating in a qualifying work program or training activity.

Michigan Commission for the Blind – assists individuals with visual impairment.

Michigan Commission on Disability Concerns – responds to advocates for Michigan's 1.9 million people with disability.

Michigan Rehabilitation Services – provides disabled individuals with vocational evaluations, career counseling, job placement services and job follow-up services.

Non-Custodial Parent (NCP) Program - provides an option for Friends of the Court (FOCs) attempting to enforce child support payments against unemployed or underemployed NCPs.

No Worker Left Behind Initiative – Launched August 1, 2007, and intended to assist more than 100,000 displaced workers over three years by providing up to two years free tuition at any Michigan community college or other approved training program. Focus of the training will be on those high demand and/or emerging sector occupations as identified by current Labor Market Information data by region of the state.

Work First - establishes and maintains a connection to the labor market for Temporary Assistance for Needy Families (TANF) recipients, Non-Custodial Parent (NCPs), and recipients of non-cash assistance such as Child Day Care, Medicaid, and Food Assistance.

Workforce Investment Act (WIA) Adult Program - provides workforce investment activities that increase the employment, retention, and earning of participants, and increases the occupational skill attainment by participants, which reduces welfare dependency and improves the quality of the workforce.

The Department monitors the enrollment and completion of high school and community college students in career education programs that are nontraditional for their gender. Activities for recruitment and support of these students are developed and designed to promote experiences that assure retention in and completion of nontraditional programs to reduce gender bias and gender role stereotyping.

The Department, as the state agency responsible for the administration of career and technical education programs, has adopted a compliance program to prevent, identify, and remedy discrimination on the basis of race, color, national origin, sex, disability or age by its subrecipients. The Civil Rights Compliance Program is a comprehensive review system designed to improve the delivery of career and technical education through the assurance of equal opportunity for all groups and populations. The OCR Compliance Program is designed to: insure that equal educational opportunities are provided to all students, including full opportunity to participate in programs, activities, and job opportunities, and to benefit from services; prohibit barriers to achieving full participation, such as the stereotyping of individuals based on their racial, ethnic, gender identity, age, or on their disabling conditions; provide education in an integrated setting; and, analyze, identify, and change policies and activities that impede the achievement of the above goals.

Michigan Department of Management and Budget

Children's Ombudsman - investigates complaints about children in Michigan's child welfare system. The program is an administrative remedy; that investigates the actions, decisions, policies and protocols of the Department of Human Services (DHS) and child placing agencies as they relate to a particular child. The Ombudsman also makes recommendations to the Governor, Legislature, and DHS for changes in child welfare laws, rules, and policies.

As part of the Governor's strategy to grow the economy, while reducing administrative costs, DMB has stepped up efforts to increase participation in the competitive bid process. The results are lower contract costs for government; more contract opportunities for businesses; and greater diversity among the vendor pool. A key component of this initiative involves reaching out to small, women and minority business owners.

Business Opportunity Forums - which are conducted statewide, and in concert with the departments of Civil Rights, Transportation, Labor and Economic Growth, the Michigan Economic Development Corporation, and local and federal governmental agencies. DMB also

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Michigan Department of Military and Veterans Affairs

Programs provided did not specifically serve women.

Michigan Department of Natural Resources

The Becoming an Outdoors-Woman (BOW) program is a DNR-sponsored initiative targeted at women, 18 and older, to introduce them to traditional outdoors skills, with one-third of each program being shooting sports, one-third being fishing sports, and one-third being other outdoor activities. These programs are structured to be non-threatening, to empower women to become independent of structured programs and to lead women into mentoring roles with other women.

The Beyond BOW program, also sponsored by the DNR, offers more diversity in program content and is targeted at building individual skills first learned in a BOW program. Under this format, women may register for a one-day or weekend program that may focus on one outdoor skill for advanced learning. Shooting, fly fishing and mountain biking are examples.

Over the past few years, the DNR has placed considerable emphasis on depicting women participating in the outdoors for the covers and interior photos of our major publications and for the DNR Web site.

The department also maintains a database of nearly 1,200 Michigan women who are regularly provided updates on women's programs, including those sponsored by other organizations.

Additional information is located at the following website:
http://www.michigan.gov/dnr/0,1607,7-153-10369_15424---,00.html

Michigan Department of State Police

Many of our programs are designed to train law enforcement, prosecutors, and service providers in the areas of domestic violence, sexual assault, and stalking. Statistically, women are far more likely to be victims of these types of crimes. When these types of crimes are committed, police officers who have been given quality training are more apt to hold the perpetrator accountable thus creating a safer environment for any person who may become a victim.

- PSS staff provides training and information in the area of domestic and sexual violence for law enforcement administrators, detectives, dispatchers, and officers.
- PSS staff, in collaboration with the Michigan Domestic Violence Prevention and Treatment Board (MDVPTB), provides school liaison officers training and curriculum to teach a dating violence lesson for high school students.
- PSS staff is certified domestic violence instructors and teach 14 hours of mandated curriculum to MSP recruits.
- As a STOP grant (Violence Against Women Act, STOP Violence Against Women) subcontractor with the Michigan Commission on Law Enforcement Standards (MCOLES), domestic and sexual violence prevention efforts are coordinated with the MDVPT, MCOLES, and other government agencies.
- In FY05, the MSP is pilot testing a domestic violence training CD in police academies. The CD entitled “You Think You Know – Domestic Violence” is an interactive CD created for police officers to watch domestic violence scenarios and then answer questions relating to the scenario. The CD also provides information on domestic violence laws, stalking laws, and personal protection orders.
- 207 PA 2001 required that the MSP develop a standard domestic violence incident report form for use by law enforcement officers investigating or intervening in a domestic violence incident. In FY05, the PSS, in collaboration with MCOLES and a multi-disciplinary advisory group, is surveying agencies regarding their use of the “Standard Domestic Relationship Incident Form.” The questionnaire will help determine the form’s effectiveness and to determine if any modifications should be made.
- During FY05, the PSS, in collaboration with PAAM, MDVPTB, MCADSV, and MCOLES, will provide four regional trainings across the state, for law enforcement, prosecutors, and service providers on the investigation and prosecution of stalking.
- Also during FY05, the PSS, in collaboration with MCOLES, PAAM, and a multi-disciplinary advisory group, will research the feasibility of developing a prototype High Tech Domestic Violence Investigation Program in Michigan.
- The PSS is coordinating 4 grant-funded regional training programs for the criminal justice community on prevention of abuse and sexual assault against older individuals and individuals with disabilities.

The PSS and MSP personnel across the state have developed many personal protection and sexual assault programs which are often given to women’s groups. Once developed, the

presentations are shared with all MSP Post Community Service Officers (PCSO) to provide instruction in their communities throughout the state. The following are examples of programs offered to citizens across the state.

- In 2002, the MSP Ypsilanti Post and Ann Arbor Police Department partnered in application for a federal grant to offer babysitting training for young teenagers. The grant was awarded and the program has been in effect for three years. The program benefits entire families to have peace of mind when they know their babysitter has successfully completed this program which teaches basic first aid and what to do in emergency situations.
- Many troopers across the state are certified car seat inspectors. If a mother or family member will be transporting a child in a car seat they can make an appointment at their local MSP Post to receive instruction on correct placement and securing of the car seat. This instruction is especially helpful for young mothers who may have no experience with car seats.
- In 2004, the MSP Paw Paw Post in cooperation with the community created a one time “Baby Shower Program.” It was learned there were many single, lower income mothers in the area that were in need of many items to help with raising a child. The PCSO gathered donated items from all over the community and held a baby shower in the gymnasium of one of the local schools. Mothers were allowed to shop for whatever they needed for their child at no charge.
- The PCSO at the Ionia Post researched and developed a domestic violence program for pregnant teenagers. This program was widely accepted by the school districts in the Ionia Post area. The PCSO then created a follow-up program to include partners as well as the children once they were born.

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Disadvantaged Business Enterprise (DBE)- The overall goal of the DBE program is to ensure firms owned and controlled by minorities, women, and other socially and economically disadvantaged persons have the opportunity to grow and become self-sufficient. It creates a level playing field and ensures nondiscrimination in the award and administration of US DOT assisted contracts in the Department’s highway, transit, and airport financial assistance programs.

Safe Routes to School (SR2S) Program- The SR2S was designed to encourage and enable children, including those with disabilities, to walk and bike to school. The program makes bicycling and walking to school a safe and more appealing alternative encouraging a healthy and active lifestyle from an early age. MDOT’s role in this program is to facilitate the planning, development and implementation of projects that will improve safety, reduce congestion, traffic, and fuel consumption, and reduce air pollution in the vicinity of schools.

Elderly Mobility- MDOT is committed to supporting and funding programs that will keep Michigan’s elderly mobile. We developed a “senior driver showcase roadway” in which signs, signals, and markings were modified on a 7.4 mile loop of freeway and arterial road system in Detroit. This showcase roadway demonstrates existing standards for signs, signals and pavement

markings, next to recommendations that have been shown to provide improved visibility for the aging population.

MI Transportation Plan- Michigan's economy is at an historic shift. This plan is designed to strengthen the link between transportation and the economy now and well into the future. It provides a comprehensive picture of the state of our transportation system, identifies disconnects between modes and services, and projects financial needs. MI Transportation Plan outlines a strategy for stepping up to the challenges of the future – so Michigan can be a leader in the global workplace of tomorrow.

You may view the MI Transportation Plan at [MDOT - State Long Range Plan](#).

MichiVan Commuter Vanpools- MichiVan is sponsored by MDOT and operated by VPSI, Inc. The vanpool program supplies fully insured passenger vans to commuter groups. Under this program 5 to 15 commuters share a van along an established route. Riders pay a monthly fee. However, one person volunteers to be the primary driver of the van and rides free. It is open to individual members of the public. MDOT also helps employers develop vanpools and ridesharing programs for their employees.

Aeronautics Annual Event for Teachers- The Annual Aviation/Aerospace Teacher Workshop is a unique opportunity for educators at all grade levels to explore ways aviation and aerospace concepts can be incorporated into classroom activities. Aviation and space concepts are proven motivators that can be fully integrated into the teaching curriculum. The workshop presentations and resources have been specially designed to relate to the Michigan Education Assessment Program (MEAP) benchmark goals and objectives. The Michigan Essential Goals and Objectives in Science Education (MEGOSE) will be highlighted. This and other MDOT programs may be accessed at the MDOT web site: [MDOT - Michigan Department of Transportation](#).

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